



Educator Recruitment and Retention Taskforce

Taskforce Goals

- **Gather** existing data to guide decision making regarding:
 - Student teacher placement
 - Existing MUS programming
 - Education enrollment graduates
- **Align** PreK-12 and university teacher education programs such as Dual Enrollment via Edu 101
- **Strengthen** key stakeholder partnerships:
 - SAM
 - MREA
 - MTSBA
 - MEA-MFT
- **Propose** short and long term solutions to address the needs of schools across MT

In August, 2016 the Montana University System Office of the Commissioner of Higher Education assembled the first ever MUS Educator Recruitment and Retention task force. The group is comprised of representatives of MUS campuses and OPI, MREA, MEA-MFT and SAM in an effort to nimbly meet the needs of Montana schools.

- 1) The task force has developed a website to track and promote the work of the task force:
<http://www.mus.edu/K-12/default.asp>
- 2) The task force has collected data on MUS educator prep program enrollment and graduation rates, student teaching assignments and campus' efforts to address the needs of Montana's rural schools. A sub-group of the task force will convene to conduct an inventory of educator preparation offerings in the Montana University System and recommend ways to fill the gaps they discover.
- 3) The task force has worked with MREA to launch the inaugural Rural Educator Fellows Program. This scholarship program will incentivize student teaching in Montana's most rural communities. Scholarship applications will be available Spring 2017 with placement opportunities in Fall 2017 across Montana.
- 4) The task force has worked with MUS campuses to grow the availability of Edu 202, a high school dual-enrollment course designed to expose students to public education. This course will be essential in creating a "grown in Montana" educator pipeline. Efforts are currently underway to determine how Edu 202 can be implemented at campuses statewide.
- 5) The task force has worked to plan an educator pipeline "roundtable" will be convened in early 2017 to hear from high school and college students about why they chose to teach. We are hopeful student insight will help us make progress in growing Montana's educator pipeline. We are actively seeking high school students who are interested in teaching now.
- 6) The task force is working to develop an Education Pathway which would combine dual enrollment educator prep courses with online and face to face offers to ensure a seamless pipeline. This will be coupled with *Educator Rising* and work with MEA-MFT.
- 7) The task force is working with SAM to ensure educator retention happens by design through incorporation of their *LPLP* program.

Taskforce Membership

Dr. Roberta Evans, Dean, College of Education and Human Sciences, University of Montana

Dr. Jayne Downey, Associate Professor, Montana State University

Dr. Mary Susan Fishbaugh, Dean, College of Education, Montana State University Billings

Dr. Vikki Howard, Coordinator, Special Education Program, University of Montana Western

Dr. Carol Reifschneider, Dean, College of Education, Montana State University Northern

Dr. Alison Harmon, Dean, College of Education, Health and Human Development, MSU

Mr. Dennis Parman, Executive Director, Montana Rural Educators Association

Dr. Kirk Miller, Executive Director, School Administrators of Montana

Ms. Mandy Smoker Broadbuss, Director of Indian Education, Office of Public Instruction

Dr. Stacy Klippenstein, President, Miles Community College

Mr. Peter Donovan, Executive Director, Montana Board of Public Education

Ms. Kristine Thatcher, Educator Licensure Program Manager, Office of Public Instruction

OCHE:

Dr. John Cech, Deputy Commissioner, Academic & Student Affairs

Ms. Angela McLean, Director, AIMA & K-12 Partnerships

Mr. Erik Rose, Compliance and Workforce Data Analyst

Mr. Daniel Kaiserski, Temporary Program Manager